

CREDO

Draft Submitted by DO Working Group of POCM Graduates:

We are the finest intelligence service in the world. We overcome the inherent contradiction of a secret intelligence organization in a free society through personal discipline and integrity. Our most important resources are talented, creative and dedicated people from a multi-cultural society. We meet our goals through maximum utilization of the talents of our people and through the exploitation of state of the art technology. We produce the highest quality intelligence without regard to politicization. We stand by our motto:

"YE SHALL KNOW THE TRUTH AND THE TRUTH SHALL MAKE YOU FREE"

MISSION:

Within the guidelines of our constitution and laws, our mission is to provide the U. S. Government policy makers and action elements with:

- high quality and accurate intelligence necessary to protect national security interests,
- counterintelligence to protect against hostile activities of foreign intelligence and security services and international terrorists groups,
- the capability to support U. S. foreign policy through special activities that supplement diplomacy,
- effective coordination of the U. S. foreign intelligence effort.

BELIEFS AND STANDARDS:

To accomplish our mission we must develop and maintain a positive work environment which fosters both individual and organizational integrity, discipline, creativity, productivity and commitment.

The challenge of being the best intelligence service in the world requires that we make unusual demands on our people. We recruit only the best for our service, and through training enhance the skills and expertise unique to the intelligence profession, and encourage the overall development of the individual and commitment to the organization. We promote excellent performance through a reciprocal agreement which challenges our personnel to be creative, supports intelligent risk-taking, and rewards those who show resourcefulness, integrity and loyalty. Fostering and maintaining the excellence of the Agency requires that managers provide strong, courageous, innovative leadership to motivate our people to meet individual and organizational goals.